

Childcare Workers

SOC: 39-9011 • Career Profile Report

■ Key Facts

\$32,050 Median Salary	29,200 Employment	-3.0% Growth Rate
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■ Requirements & Salary Range

Education: High school diploma

■ Automation Risk Assessment

Medium Risk - 32.0% probability of being automated in the next 10-20 years.
This job has some routine elements but still requires human judgment and interaction.

■ Work-Life Balance

7.6/10 - Good work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	5.6/10	Investigative	4.6/10
Artistic	6.6/10	Social	8.8/10
Enterprising	5.6/10	Conventional	5.4/10

■ Top Skills Required

Communication skills, Decision-making skills, Interpersonal skills, Patience, Physical stamina

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Childcare Workers are early childhood care professionals who support **the safety, development, and well-being of children** while parents or guardians are at work or school. They provide nurturing supervision, guide learning through play, and help children develop social, emotional, and basic cognitive skills during critical stages of growth. Their work lays the foundation for lifelong learning and healthy development.

This career is well suited for individuals who are patient, caring, and enjoy working closely with young children in structured or home-based settings.

What Do Childcare Workers Do?

Childcare workers supervise children and create supportive, age-appropriate environments.

Common responsibilities include:

- Supervising children to ensure safety at all times
- Planning and leading age-appropriate activities and play
- Supporting social, emotional, and language development
- Assisting with meals, snacks, and basic hygiene
- Changing diapers and helping with toilet training when needed
- Observing behavior and developmental progress
- Communicating with parents or guardians about daily activities

Types of Childcare Settings

Childcare workers may work in a variety of environments:

- Childcare Centers and Daycares: Structured group care settings.
- Preschools: Early learning environments for young children.
- In-Home or Family Childcare: Care provided in private residences.
- School-Age Programs: Before- and after-school supervision.
- Nanny or Private Care Roles: One-on-one or family-based childcare.

Skills and Abilities Needed

Childcare workers combine caregiving skills with early learning support.

Core Professional Skills

Personal Qualities That Matter

Education and Training Pathway

Requirements vary by state and employer, but typically include:

- High School Diploma or Equivalent: Typical minimum requirement
- On-the-Job Training: Learning routines, safety, and child development basics
- Early Childhood Education Coursework (common): Certificates or college classes
- CPR and First Aid Certification: Often required
- Background Checks: Required for working with children

Where Do Childcare Workers Work?

Childcare workers are employed in many child-focused environments:

- Childcare Centers and Preschools
- Private Homes and Nanny Services
- Schools and Community Programs

- Religious or Nonprofit Organizations
- Employer-Sponsored Childcare Facilities

Work schedules may include early mornings, evenings, or split shifts.

How Much Do Childcare Workers Earn?

Earnings vary by setting, location, and credentials:

- Entry-Level Workers: Typically earn hourly wages
- Experienced or Credentialed Workers: Often earn higher pay
- Specialized or Private Care Roles: May earn more depending on responsibilities

Compensation may include benefits in larger childcare centers.

Is This Career Difficult?

Childcare work is emotionally and physically demanding. Workers must maintain constant attention, manage group dynamics, and respond calmly to challenging behaviors. The challenge lies in balancing nurturing care, structure, and safety while meeting the needs of multiple children.

Who Should Consider Becoming a Childcare Worker?

This career may be a strong fit if you:

- Enjoy caring for and teaching young children
- Are patient and emotionally resilient
- Like active, hands-on work
- Value early childhood development
- Want a meaningful, people-focused career

How to Prepare Early

- Volunteer or work with children in schools or community programs
- Take child development or early education classes
- Learn CPR, first aid, and child safety practices
- Practice communication and conflict-resolution skills
- Explore early childhood education certificates or degrees

Childcare workers nurture growth at life's earliest stages—providing safe, supportive environments where children can learn, explore, and develop the social and emotional skills that shape their future.